

# Equity Committee Charter

## Cornerstone Montessori Elementary School (CMES)

### General Purpose

Equity refers to fairness and justice, acknowledging that we do not all start from the same place and we must make adjustments to imbalances. The Equity Committee is commissioned by and accountable to the Board of Directors to assume the responsibility in partnership with the Head of School to advance equity at CMES. The goal of the Equity Committee is to support providing “the highest quality education to all children, regardless of their socio-economic or cultural background,” as stated in the CMES Vision. The Equity Committee has the responsibility to review and consult on policies, financial decisions, communications, and initiatives through the lens of equity, which includes but is not limited to, considering race, gender, ethnicity, sexual orientation, socio-economic status, immigration status, or cultural background.

### Appointments and Composition

Appointment of the chair of the Equity Committee shall be made annually by the Board of Directors in accordance with the bylaws, and the chair shall be a member of the Board. Committee membership may include other board members, staff, parents, community members, advisory board members, etc.

### Responsibilities

1. Consult with the Governance Committee as they review policies and procedures.
2. Make recommendations to the CMES Board to make CMES a more equitable environment for staff, students, and families.
3. Work with the Head of School to provide recommendations for trainings or programs for staff.
4. Identify resources on equity for the Board of Directors, and provide education for Board members, including one or more Board education sessions per school year.

### General Responsibilities

1. Provide input into strategic initiatives, including long term plans by the CMES Board, to create an equitable environment for stakeholders, including children, parents, and/or staff.
2. Report to the Board of Directors in a manner determined by the Board.
3. Annually evaluate the work of the committee and its objectives and provide that report to the Board of Directors.
4. Work in an intersectional way with other committees and task forces.

**Board Approved:** June 20, 2023